

----- Forwarded message -----

From: **Cranley, Mayor** <mayor.cranley@cincinnati-oh.gov>

Date: Thu, Mar 29, 2018 at 1:48 PM

Subject: FW: [External Email] Difficult decisions

To: john.cranley@gmail.com <john.cranley@gmail.com>

FYI—

JB

From: GISSINER Mark A [mailto:Mark.A.Gissiner@ci.eugene.or.us]

Sent: Thursday, March 29, 2018 12:56 PM

To: Cranley, Mayor <mayor.cranley@cincinnati-oh.gov>

Subject: [External Email] Difficult decisions

External Email Communication

John: I have been watching from 2500 miles away, and all indications are that you have approached this situation, with leadership, poise and vision. I congratulate you on moving through this process. I don't know all the details, but I worked closely with David Bailey for over a year on the collaborative agreement and found him to be smart, engaging and caring. I wish I was younger or you were older as I would have enjoyed having the opportunity to work with you. I'm certain your trajectory for public service will continue upward, and wish you all the best through these times.

Best regards,

Mark

Mark A. Gissiner

Independent Police Auditor

800 Olive Street

Eugene, OR 97401

(541) 682-5016

Email: mark.a.gissiner@ci.eugene.or.us

----- Forwarded message -----

From: **Cranley, Mayor** <mayor.cranley@cincinnati-oh.gov>

Date: Mon, Mar 12, 2018 at 9:34 AM

Subject: FW: [External Email] Harry Black and CPD

To: john.cranley@gmail.com <john.cranley@gmail.com>

FYI

Thanks,

JB

From: Lesley Jones [mailto:lesleyejones23@gmail.com]

Sent: Monday, March 12, 2018 12:54 AM

To: Cranley, Mayor <mayor.cranley@cincinnati-oh.gov>

Subject: [External Email] Harry Black and CPD

External Email Communication

Mayor Cranley,

I write with deep concerns regarding the recent disclosure of possible corruption in the Cincinnati Police Department, the filing of yet another complaint by a CPD Commander against CPD Command staff, all on the heels of the reports from the Collaborative Refresh generated by Saul Green that reported the City of Cincinnati has abandoned the principles of the Collaborative Agreement.

I am further disturbed by reports that you have asked the City Manager, Harry Black to resign. I can only conclude that if you made such a request, it was in response to Mr. Black's request to Lt. Col. Dave Bailey to resign or be fired.

If in fact the request to Mr. Black was made in response to his request to Lt. Col. Bailey, I find your request to the City Manager to be reactionary and hypocritical. Your response to Mr. Black's firing of the Chief Jeffery Blackwell in 2106 was that Mr. Black was just doing his job. Why is that not the case now? You just praised Mr. Black and supported a pay raise, again I am concerned that your request to Mr. Black was in response to the resignation of Lt. Col. Bailey and again, I ask why?

As a City resident, taxpayer, and community/faith leader, I urge you to put the rumors to rest. Tell us, first, if you made such a request to Mr. Black and if so, why you made the request.

I stand with the City Manager in what appears to be his support of Chief Issacs and his willingness to address the corruption within CPD. It is my hope that you will also and that you and Mr. Black will find a way to work together to make Cincinnati a stellar place to work, live and play.

I look forward to your response and watching our City move forward.

Sincerely,

Pastor Lesley E. Jones

----- Forwarded message -----

From: Michael, Rahiel <Rahiel.Michael@cincinnati-oh.gov>

Date: Wed, Apr 4, 2018 at 5:14 PM

Subject: FW: MANN / DENNARD PRESS RELEASE: Opportunity to Testify Regarding City Manager

To: John Cranley <john.cranley@gmail.com>

From: Paraskevopoulos, Ioanna

Sent: Wednesday, April 04, 2018 5:03 PM

To: Paraskevopoulos, Ioanna <Ioanna.Paraskevopoulos@cincinnati-oh.gov>

Subject: MANN / DENNARD PRESS RELEASE: Opportunity to Testify Regarding City Manager



DAVID MANN and TAMAYA DENNARD

Councilmembers

FOR IMMEDIATE RELEASE

April 4, 2018

MEDIA CONTACT: Ioanna Paraskevopoulos, ioanna.paraskevopoulos@cincinnati-oh.gov or 513-352-4610

Opportunity to Testify Regarding City Manager

Councilmembers David Mann and Tamaya Dennard

to begin fact finding April 16

CINCINNATI –Today, City Council passed a motion outlining a process for a Council-led fact-finding effort into claims of misconduct by City Manager Harry Black.

Councilmembers David Mann and Tamaya Dennard will take voluntary, sworn testimony in private from any person who claims misconduct by the City Manager. A court reporter will be present to record the testimony.

More details about the process are available in the attached motion.

Individuals are invited to testify in one-hour time blocks. Councilmembers Mann and Dennard have blocked off the following times to hear testimony:

Monday, April 16: 8:30am-12:30pm, 3:00pm-5:00pm

Tuesday, April 17:	8:30am-5:00pm
Wednesday, April 18:	8:30am-1:00pm
Thursday, April 19:	Noon-5:00pm
Friday, April 20:	8:30am-5:00pm
Monday, April 23:	8:30am-5:00pm
Tuesday, April 24:	3:00pm-5:00pm
Wednesday, April 25:	8:30am-1:00pm
Thursday, April 26:	3:00pm-5:00pm
Friday, April 27:	8:30am-11:00am, 2:00pm-5:00pm
Saturday, April 28:	8:30am-5:00pm

An appointment is required to testify. To make an appointment, please contact David Mann's Chief of Staff, Ioanna Paraskevopoulos, at ioanna.paraskevopoulos@cinicnnati-oh.gov or 513-352-4610.

###

Ioanna Paraskevopoulos

Chief of Staff

Councilmember David Mann

City of Cincinnati

513-352-4610

City of Cincinnati

Council



Melissa Autry, CMC
Clerk of Council

201800618

Office of the Clerk

April 4, 2018

801 Plum Street, Suite 308
Cincinnati, Ohio 45202
Phone (513) 352-3246
Fax (513) 352-2578

MOTION

We move approval by council of the Dennard/Mann work plan attached hereto and direct the City Solicitor to take the steps necessary and/or prepare the legislation necessary to authorize the anticipated court reporter expenses associated with this project.

PG Sittlerfeld
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

STATEMENT

The interests of the city and its citizens will be well served by a prompt, economical process permitting the gathering of facts about claims of misconduct by the City Manager

The sworn statements before court reporters will be forwarded to council for appropriate action, if any.

TASKS FOR DENNARD AND MANN

1. Take voluntary sworn testimony in private from any person who claims misconduct by City Manager Harry Black. Testimony will be recorded by a court reporter similar to a videotaped deposition. The person testifying may be accompanied by an attorney or union representative but only to observe. Similarly, an attorney representing the City Manager may be present but only to observe.
2. The opportunity for a witness to offer testimony and the contact point for scheduling testimony shall be promulgated to the media and posted on the city's website.
3. Only the court reporter, the witness, the witness' attorney or union representative, the City Manager's attorney, Dennard and Mann may be present. Dennard and Mann each has the option to ask questions of any witness. No one else may pose questions to the witness.
4. Based on information developed from witnesses who testify, Dennard and Mann each has the option to request testimony from other witnesses or to obtain documents bearing on alleged conduct of the City Manager.
5. Once Dennard and Mann determine that adequate opportunity for witnesses to come forward has occurred, they may agree to conclude the taking of any further testimony.
6. Once the taking of testimony has concluded, all testimony shall transcribed by the court reporter. The City Manager shall be given the opportunity for a reasonable period to review the transcripts and present his own testimony.
7. Transcripts, including videotapes, then shall be forwarded to the clerk of council for distribution to the mayor, members of council, and the media. The transcripts shall also be posted on the council online system.
7. Dennard and Mann agree not to disclose the identity of witnesses nor the contents of their testimony until transcripts are forwarded to the clerk of council.
8. Conclusions about the implications of these transcripts and what actions, if any, are appropriate therefrom rest in the hands of the members of council. Dennard and Mann agree to refrain from expressing their personal conclusions on these issues until the transcripts are taken up by council at which point Dennard and Mann participate as any other member of council on these and related issues.

DAVID MANN and TAMAYA DENNARD
Councilmembers



FOR IMMEDIATE RELEASE
April 4, 2018

MEDIA CONTACT: Ioanna Paraskevopoulos, ioanna.paraskevopoulos@cincinnati-oh.gov or 513-352-4610

Opportunity to Testify Regarding City Manager *Councilmembers Mann and Dennard* *to begin fact finding this Friday*

CINCINNATI –Today, City Council passed a motion outlining a process for a Council-led fact-finding effort into claims of misconduct by City Manager Harry Black.

Councilmembers David Mann and Tamaya Dennard will take voluntary, sworn testimony in private from any person who claims misconduct by the City Manager. A court reporter will be present to record the testimony.

More details about the process are available in the attached motion.

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An appointment is required to testify. To make an appointment, please contact David Mann's Chief of Staff, Ioanna Paraskevopoulos, at ioanna.paraskevopoulos@cincinnati-oh.gov or 513-352-4610.

###

----- Forwarded message -----

From: **david mann (via Google Docs)** <mann568@gmail.com>

Date: Tue, Apr 3, 2018 at 9:36 PM

Subject: Motion re dennard mann process .docx

To: <john.cranley@gmail.com>

Cc: <pg.sittenfeld@gmail.com>, <mann568@gmail.com>, <david@mannandmannlaw.com>

david mann has attached the following document:



Motion re dennard mann process .docx



pdf version

Google Docs: Create and edit documents online.

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.



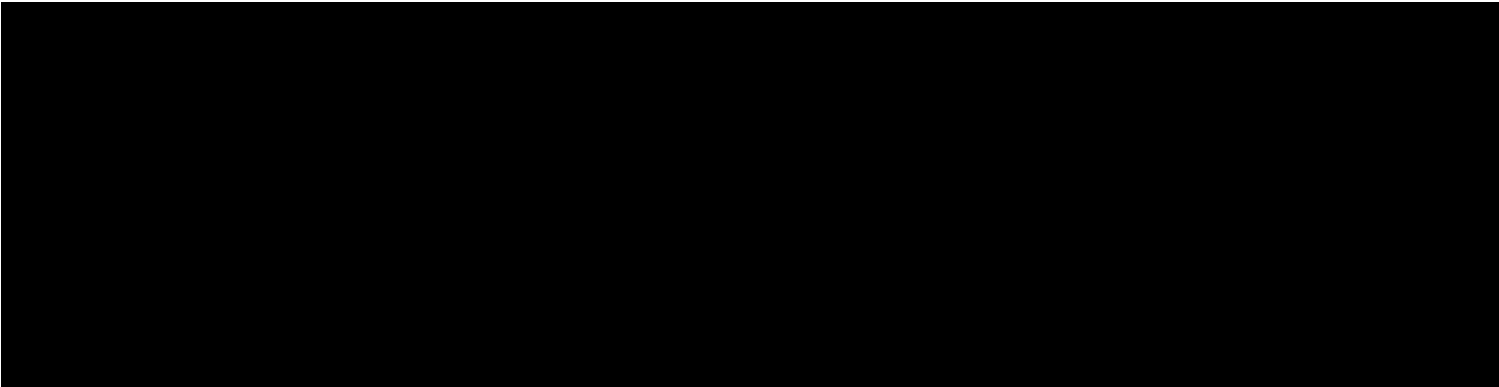
Motion

We move approval by council of the Dennard/Mann work plan attached hereto and direct the City Solicitor to take the steps necessary and/or prepare the legislation necessary to authorize the anticipated court reporter expenses associated with this project.

Statement

The interests of the city and its citizens will be well served by a prompt, economical process permitting the gathering of facts about claims of misconduct by the City Manager

The sworn statements before court reporters will be forwarded to council for appropriate action, if any.



----- Forwarded message -----

From: **David Mann** <mann568@gmail.com>
Date: Tue, Apr 3, 2018 at 2:13 PM
Subject: Fwd: Motion re Dennard/mann and work plan
To: <john.cranley@gmail.com>

I sent this to P.G. this morning but have had no signal back.

Sent from my iPhone

Begin forwarded message:

From: david mann <mann568@gmail.com>
Date: April 3, 2018 at 10:42:13 EDT
To: "P.G. Sittenfeld" <pg.sittenfeld@gmail.com>
Subject: Motion re Dennard/mann and work plan

attached

TASKS FOR DENNARD AND MANN

1. Take voluntary sworn testimony in private from any person who claims serious negative experiences with City Manager Harry Black. Testimony will be recorded by a court reporter similar to a videotaped deposition. The person testifying may be accompanied by an attorney or union representative.
2. The opportunity for a witness to offer testimony and the contact point for scheduling testimony shall be promulgated to the media and posted on the city's website.
3. Only the court reporter, the witness, Dennard and Mann may be present. Dennard and Mann each has the option to ask questions of any witness.
4. Based on information developed from witnesses who testify, Dennard and Mann each has the option to request testimony from other witnesses bearing on alleged conduct of the City Manager.
5. Once Dennard and Mann determine that adequate opportunity for witnesses to come forward has occurred, they may agree to conclude the taking of any further testimony.
6. Once the taking of testimony has concluded, all testimony shall be transcribed by the court reporter. Transcripts, including videotapes, shall be forwarded to the clerk of council for distribution to the mayor, members of council, and the media. The transcripts shall also be posted on the council online system.
7. Dennard and Mann agree not to disclose the identity of witnesses nor the contents of their testimony until transcripts are forwarded to the clerk of council.
8. Conclusions about the implications of these transcripts and what actions, if any, are appropriate therefrom rest in the hands of the members of council. Dennard and Mann agree to refrain from expressing their personal conclusions on these issues until the transcripts are taken up by council at which point Dennard and Mann participate as any other member of council on these and related issues.

Motion

We move approval by council of the Dennard/Mann work plan attached hereto and direct the City Solicitor to prepare the legislation necessary to authorize the anticipated court reporter expenses associated with this project.

Statement

The interests of the city and its citizens will be well served by a prompt, economical process permitting the gathering of facts about claims of serious negative conduct by the City Manager.

The sworn statements before court reporters will be forwarded to council for appropriate action, if any.

----- Forwarded message -----

From: **John Cranley** <john.cranley@gmail.com>

Date: Sat, Mar 31, 2018 at 12:43 PM

Subject: Fwd: Mann proposal

To: David Mann (david@mannandmannlaw.com) <david@mannandmannlaw.com>

----- Forwarded message -----

From: Bobbi Dillon <bobbi.dillon@gmail.com>

Date: Sat, Mar 31, 2018 at 12:42 PM

Subject: Mann proposal

To: John Cranley <john.cranley@gmail.com>

CC: Holly Stutz Smith <holly.stutz@gmail.com>

TASKS FOR DENNARD AND MANN

1. Take voluntary sworn testimony in private from any person who claims serious negative experiences with City Manager Harry Black. Testimony will be recorded by a court reporter.
2. The opportunity for a witness to offer testimony and the contact point for scheduling testimony shall be promulgated to the media and posted on the city's website.
3. Only the court reporter, the witness, Dennard and Mann may be present. Dennard and Mann each has the option to ask questions of any witness.
4. Based on information developed from witnesses who testify, Dennard and Mann each has the option to request testimony from other witnesses.
5. Once Dennard and Mann determine that adequate opportunity for witnesses to come forward has occurred, they may agree to conclude the taking of any further testimony.
6. Once the taking of testimony has concluded, all testimony shall transcribed by the court reporter. Transcripts thereof shall be forwarded to the clerk of council for distribution to the mayor, members of council, and the media. The transcripts shall also be posted on the council online system.
7. Dennard and Mann agree not to disclose the identity of witnesses nor the contents of their testimony until transcripts are forwarded to the clerk of council.

8. Conclusions about the implications of these transcripts and what actions, if any, are appropriate therefrom rest in the hands of the members of council. Dennard and Mann agree to refrain from expressing their personal conclusions on these issues until the transcripts are taken up by council at which point Dennard and Mann participate as any other member of council on these and related issues.

----- Forwarded message -----

From: **Bobbi Dillon** <bobbi.dillon@gmail.com>

Date: Fri, Mar 30, 2018 at 5:36 PM

Subject: Fwd: statement

To: John Cranley <john.cranley@gmail.com>, Holly Stutz Smith <holly.stutz@gmail.com>

----- Forwarded message -----

From: Christian Jenkins <cjenkins@minnillojenkins.com>

Date: Fri, Mar 30, 2018, 5:18 PM

Subject: RE: statement

To: bobbi.dillon@gmail.com <bobbi.dillon@gmail.com>

Here's a revised version. Renita and I are on board with this. Waiting to hear back from Matt.

Cincinnati Mayor John Cranley announced today that he would propose legislation to appoint a special counsel to investigate the numerous allegations of misconduct against City Manager Harry Black. AFSCME Ohio Council 8, CODE and Cincinnati Fire Fighters Union Local 48 support this proposal which will encourage City employees to come forward with information about the City Manager's conduct without fear of reprisal.

Together these unions represent more than 4,000 City employees. These employees are held to high standards of professional conduct. As the City's Chief Administrator, the City Manager should lead by example and abide by the same rules that apply to all other employees. The City Manager's public statements acknowledge conduct that would, at minimum, subject any other City employee to discipline. It is especially important to ensure that women in the

workplace are supported and believed, and not subjected to inappropriate treatment such as the unwelcome hugs and invitations to strip clubs publicly admitted by the City Manager.

We hope that City Council will join the Mayor's effort to appoint a special counsel so that the full truth regarding the City Manager's conduct can be known and a fair determination as to his employment made. To do otherwise would tell thousands of City employees that the rules that apply to them do not apply to the City's highest ranking officials.

From: Christian Jenkins
Sent: Friday, March 30, 2018 4:12 PM
To: bobbi.dillon@gmail.com
Subject: statement

Here is a first draft. Renita and Matt are reviewing:

Cincinnati Mayor John Cranley announced today that he would propose legislation to appoint a special counsel to investigate the numerous allegations of misconduct against City Manager Harry Black. AFSCME, CODE and Cincinnati Fire Fighters Union Local 48 support this proposal which will encourage City employees to come forward with information about the City Manager's conduct without fear of reprisal.

Together these unions represent more than 4,000 City employees. These employees are held to high standards of professional conduct. As the City's Chief Administrator, the City Manager should lead by example and abide by the same rules that apply to all other employees. The City Manager's public statements acknowledge conduct that would, at minimum, subject any other City employee to investigation for consideration of discipline. We hope that City Council will join the Mayor's effort to appoint a special counsel so that the full truth regarding the City Manager's conduct can be known and a fair determination as to his employment made. To do otherwise would tell thousands of City employees that the rules that apply to them do not apply to the City's highest ranking officials.

Christian A. Jenkins

Minnillo & Jenkins Co., LPA

2712 Observatory Avenue

Cincinnati, Ohio 45208

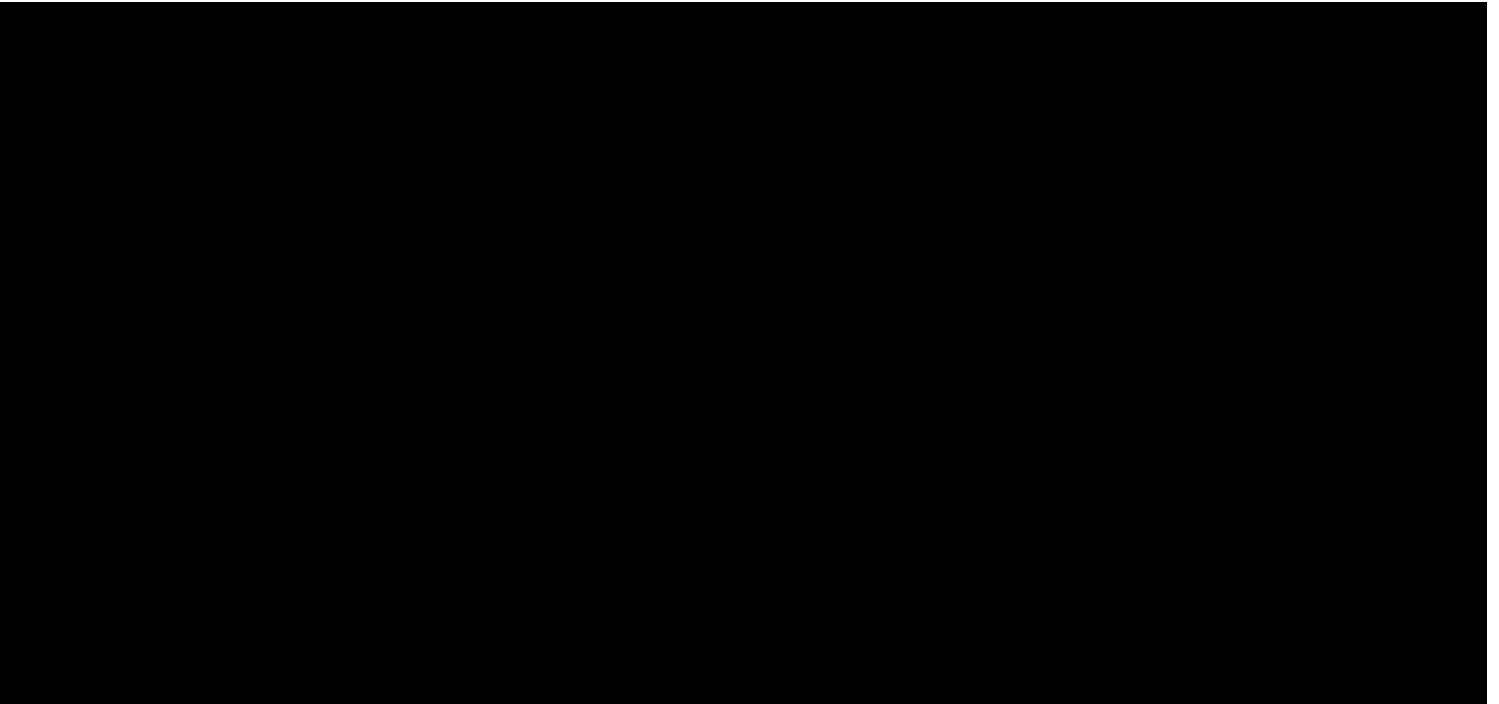
Tel: (513) 723-1600

Fax: (513) 723-1620

cjenkins@minnillojenkins.com

www.minnillojenkins.com

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From: Stutz Smith, Holly
Sent: Friday, March 30, 2018 1:17 PM
To: Stutz Smith, Holly <Holly.StutzSmith@cincinnati-oh.gov>
Subject: FROM IMMEDIATE RELEASE: Statement from Mayor John Cranley

Office of Mayor John Cranley

FROM IMMEDIATE RELEASE

March 30, 2018

MEDIA CONTACT: Holly Stutz Smith at Holly.StutzSmith@cincinnati-oh.gov or [513.659.9949](tel:513.659.9949)

Statement from Mayor John Cranley

"The last several weeks have been very difficult. I sincerely wish things didn't come to this. While Harry Black has made meaningful contributions to our city, he has engaged over several years in an unacceptable pattern of inappropriate, abusive and retaliatory behavior. To the extent I knew about them, I have addressed these problems with Mr. Black on several occasions and asked him to stop. He promised me he would change. I believe in second and third chances, but change has not come. In fact, the behavior has gotten worse.

"I want to set the record straight that my conclusion that Mr. Black should no longer serve as our city manager was not because of his actions related to Dave Bailey and has nothing to do with Chief Isaac's leadership of the police department. As I have said, I support the Chief.

"Mr. Black's long standing practice of calling myself and other City leaders enraged and late at night has always been troubling, but his March 8th call was of a different nature because Mr. Black followed through on threats to obstruct City business the next day. The phone call was offensive and unprofessional, but it is the fact that he then followed up on his threats with official action that I find inexcusable. In fact, I have since learned that Mr. Black made several other similarly abusive calls to City leaders that night and week. This behavior fits a pattern of retaliation that others have also alleged.

"It was these events—which were preceded by an ongoing pattern of behavior—that brought me to the conclusion that I could no longer support him as City Manager because it was clear that this inappropriate behavior would continue. I shared this with him on Friday, March 9th around 2 PM and offered to work out a negotiated settlement. Mr. Black made clear that he would not resign and to my shock in the days following he called individual meetings with department heads and other City employees to demand their personal loyalty. We are a nation of laws and city employees owe their loyalty to the city, its charter, and the public good, not to a person. Some courageous city employees refused and have retained lawyers because of fear for their jobs. The public, City council and I need to hear from these city employees and they need to know that city service is service to the city not to the city manager.

"Representatives from the four largest employee unions, representing more than 90% of city employees, have also informed me that they and some of their members have been mistreated and would like to share publicly their complaints.

"Combined, the multitude of stories from various departments paint a picture that can't in good conscience be ignored.

"This was not a decision that was easily made but someone had to stand up for City employees, dozens of whom have now found the courage to come forward to share their negative experiences. As Councilman Seelbach stated, city workers should feel protected in sharing stories like these. I will work with him and city council to do so in the most dignified and transparent manner possible. Next week I will propose legislation to obtain an independent, third-party special counsel—as my colleagues suggested two weeks ago—that will conduct interviews and prepare a report for council and the public. I have and will continue to have ongoing conversations with council members about this legislation and will continue to work with them to create a final ordinance that meets their request, is fair and complies with the city charter.

"Again, I am deeply saddened by all of this. But the standard of behavior expected of city employees must also be modeled at the top.

"In the meantime, I will continue doing my job by introducing legislation on gun safety and moving the City forward. As part of my son's spring break, my family will be traveling to Memphis with leaders of AFSCME to commemorate the 50th anniversary of Martin Luther King, Jr.'s assassination. On April 9-10, I will be traveling to Washington, DC with Police Chief Eliot Isaac for a conference on community policing sponsored by the US Conference of Mayors.

"Whatever lies ahead, I will always stand up for the truth and the citizens of Cincinnati."

###

----- Forwarded message -----

From: **Stutz Smith, Holly** <Holly.StutzSmith@cincinnati-oh.gov>

Date: Fri, Mar 30, 2018 at 1:17 PM

Subject: FROM IMMEDIATE RELEASE: Statement from Mayor John Cranley

To: Stutz Smith, Holly <Holly.StutzSmith@cincinnati-oh.gov>

Office of Mayor John Cranley

FROM IMMEDIATE RELEASE

March 30, 2018

MEDIA CONTACT: Holly Stutz Smith at Holly.StutzSmith@cincinnati-oh.gov or [513.659.9949](tel:513.659.9949)

Statement from Mayor John Cranley

"The last several weeks have been very difficult. I sincerely wish things didn't come to this. While Harry Black has made meaningful contributions to our city, he has engaged over several years in an unacceptable pattern of inappropriate, abusive and retaliatory behavior. To the extent I knew about them, I have addressed these problems with Mr. Black on several occasions and asked him to stop. He promised me he would change. I believe in second and third chances, but change has not come. In fact, the behavior has gotten worse.

"I want to set the record straight that my conclusion that Mr. Black should no longer serve as our city manager was not because of his actions related to Dave Bailey and has nothing to do with Chief Isaac's leadership of the police department. As I have said, I support the Chief.

"Mr. Black's long standing practice of calling myself and other City leaders enraged and late at night has always been troubling, but his March 8th call was of a different nature because Mr. Black followed through on threats to obstruct City business the next day. The phone call was offensive and unprofessional, but it is the fact that he then followed up on his threats with official action that I find inexcusable. In fact, I have since learned that Mr. Black made several other similarly abusive calls to City leaders that night and week. This behavior fits a pattern of retaliation that others have also alleged.

"It was these events—which were preceded by an ongoing pattern of behavior—that brought me to the conclusion that I could no longer support him as City Manager because it was clear that this inappropriate behavior would continue. I shared this with him on Friday, March 9th around 2 PM and offered to work out a negotiated settlement. Mr. Black made clear that he would not resign and to my shock in the days following he called individual meetings with department heads and other City employees to demand their personal loyalty. We are a nation of laws and city employees owe their loyalty to the city, its charter, and the public good, not to a person. Some courageous city employees refused and have retained lawyers because of fear for their jobs. The public, City council and I need to hear from these city employees and they need to know that city service is service to the city not to the city manager.

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"Combined, the multitude of stories from various departments paint a picture that can't in good conscience be ignored.

"This was not a decision that was easily made but someone had to stand up for City employees, dozens of whom have now found the courage to come forward to share their negative experiences. As Councilman Seelbach stated, city workers should feel protected in sharing stories like these. I will work with him and city council to do so in the most dignified and transparent manner possible. Next week I will propose legislation to obtain an independent, third-party special counsel—as my colleagues suggested two weeks ago—that will conduct interviews and prepare a report for council and the public. I have and will continue to have ongoing conversations with council members about this legislation and will continue to work with them to create a final ordinance that meets their request, is fair and complies with the city charter.

"Again, I am deeply saddened by all of this. But the standard of behavior expected of city employees must also be modeled at the top.

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"Whatever lies ahead, I will always stand up for the truth and the citizens of Cincinnati."

###

----- Forwarded message -----

From: **Stutz Smith, Holly** <Holly.StutzSmith@cincinnati-oh.gov>

Date: Tue, Mar 27, 2018 at 4:48 PM

Subject: FROM IMMEDIATE RELEASE: Response to Councilmember Wendell Young

To: Stutz Smith, Holly <Holly.StutzSmith@cincinnati-oh.gov>

Office of Mayor John Cranley

FROM IMMEDIATE RELEASE

March 27, 2018

MEDIA CONTACT: Holly Stutz Smith at Holly.StutzSmith@cincinnati-oh.gov or [513.659.9949](tel:513.659.9949)

Response to Councilmember Wendell Young

Statement from Holly Stutz Smith:

"This is nothing more than another in a long line of silly political stunts offered up by Councilman Young. Like the other frivolous suit Councilman Young filed against the Mayor (SERB complaint 2016), we're confident this one will be dismissed. It's disappointing that Councilman Young continues to put his personal animosity and political agenda ahead of doing what is best for the city. But, given that he has spent over four years fighting against instead of working with the mayor to move our city forward, we're not surprised that he can't tell the difference between an offer to collaborate and a bribe."

In consultation with Hamilton County Prosecutor Joe Deters, he has authorized the following statement:

"I have read Mr. Young's letter and there is no crime in this letter. This is going nowhere." -Hamilton County Prosecutor Joe Deters

###

Holly Stutz Smith | Deputy Chief of Staff

Office of Mayor John Cranley
City Hall | 801 Plum Street | Cincinnati, OH 45202
(O) 513-352-6263 | (C) 513-659-9949

Holly.StutzSmith@cincinnati-oh.gov



----- Forwarded message -----

From: **Greg Landsman** <greglandsman@msn.com>

Date: Sun, Mar 18, 2018 at 2:44 AM

Subject: Re: Need to talk ASAP

To: John Cranley <john.cranley@gmail.com>

Cc: David Mann (david@mannandmannlaw.com) <david@mannandmannlaw.com>

Just sent a note to PG. He confirmed yesterday that he and David would meet up on Sunday, and understood the urgency. He also agreed it was a great idea to get David's help on this.

I also expressed the fact that this "independent" council/review should take a week or two.

If Harry fires anyone, my position on this will change immediately and that has been communicated. No personnel changes.

I really do hate that I am not there, but do get back in only a few days.

Today and tomorrow I'm leading trainings, and then I'm done. Will be on a flight out Tuesday morning, landing around 5PM on Tuesday evening. Just FYI.

See you both on Wednesday.

Sent from my iPhone

On Mar 18, 2018, at 7:59 AM, John Cranley <john.cranley@gmail.com> wrote:

It is my understanding that pg has not returned david's Outreach. I ran into juech tonight and he continued to recount the abuses city employees are facing. Now. Harm. Harry also wants to leave.

On Sat, Mar 17, 2018 at 9:23 AM Greg Landsman <greglandsman@msn.com> wrote:

Absolutely. Would be great if David could help steer this in the right direction.

Call PG for sure, David. The sooner the better.

And I'll hold 10AM on Wednesday for us to meet.

Sent from my iPhone

On Mar 17, 2018, at 3:15 PM, John Cranley <john.cranley@gmail.com> wrote:

Greg, We can certainly meet after caucus. Or by phone today or any day until then. If there is to be a special counsel, shouldn't it be approved (following proper legal channels) by Wednesday? City employees are being harmed presently. We are hearing from department heads feeling like they are going to have a heart attack as they are being pressured into loyalty oaths. This is wrong. We have to protect them and show them they have somewhere safe to go as soon as possible. I know David has a number of ideas on how to structure the special counsel legally—he has been hired personally to conduct these kinds of investigations, so he's the expert. Should he just discuss with PG? I'm ccing david.

On Sat, Mar 17, 2018 at 12:23 AM Greg Landsman <greglandsman@msn.com> wrote:

Thanks for this, John, and appreciate the note. I have some thoughts on a path forward, as I know you do. Could we meet Wednesday morning after caucus (I get in late Tuesday), or Thursday afternoon?

Sent from my iPhone

On Mar 17, 2018, at 1:49 AM, John Cranley <john.cranley@gmail.com> wrote:

Respectfully, how can i be included in your legislating? How does the mayor earn any form of consultation? You were elected so I know you deserve it. I was too. I like special counsel idea if implemented consistent with charter. You'd be amazed what happens when people commit to talking through tough issues. I also think we should do your retreat idea even though I wasn't included or invited to participate. Even if excluded, good idea. But believe full inclusion of electeds a better idea.

On Tue, Mar 13, 2018 at 11:04 PM John Cranley <john.cranley@gmail.com> wrote:

We will talk when you get back. Enjoy.

On Tuesday, March 13, 2018, John Cranley <john.cranley@gmail.com> wrote:

You can have conversations by phone on a matter of urgent city business. I'd like to share more details with you if you would make time for a call. Would rather do it by phone. In meantime, tensions rise.

On Tue, Mar 13, 2018 at 6:18 PM Greg Landsman <greglandsman@msn.com> wrote:

John, I've already expressed where I stand.

Sent from my iPhone

On Mar 13, 2018, at 11:59 PM, John Cranley
<john.cranley@gmail.com> wrote:

We have 4 yes votes and 4 no votes. You will be acknowledged as the swing vote as tensions in the city you represent increase. I suggest you make time for this now. It is your obligation.

On Tue, Mar 13, 2018 at 5:18 PM Greg Landsman
<greglandsman@msn.com> wrote:

John -

Just got back to hotel and grabbed e-mail with the wifi.

To be clear, I'm committed to a process to address any issue regarding the City Manager and what's happening throughout City Hall and city government. I don't support firing him, but do believe there are issues that we should address. That said, I will be back in a week and can have in person conversations with folks regarding the situation. Absent that, I can't support firing him or a buyout.

Signing off. See you next week.

Thanks, Greg

From: John Cranley <john.cranley@gmail.com>
Date: March 13, 2018 at 6:09:50 PM GMT+2
To: Greg Landsman <greglandsman@msn.com>
Subject: Need to talk ASAP

Have a deal with manager, need your assistance to stabilize city. It's urgent.

----- Forwarded message -----

From: **Cranley, Mayor** <mayor.cranley@cincinnati-oh.gov>

Date: Fri, Mar 16, 2018 at 10:37 AM

Subject: FW: Councilmember Mann Statement on Mayor Cranley and City Manager Black's Dispute

To: Stutz Smith, Holly <Holly.StutzSmith@cincinnati-oh.gov>, Dillon, Bobbi <Bobbi.Dillon@cincinnati-oh.gov>, Michael, Rahiel <Rahiel.Michael@cincinnati-oh.gov>, Patton, Bridget <bridget.patton@cincinnati-oh.gov>, Savani, Umeirra <Umeirra.Savani@cincinnati-oh.gov>

Cc: john.cranley@gmail.com <john.cranley@gmail.com>

FYI

Thanks,
JB

-----Original Message-----

From: Paraskevopoulos, Ioanna On Behalf Of Mann, David

Sent: Friday, March 16, 2018 9:47 AM

To: Mann, David <david.mann@cincinnati-oh.gov>

Subject: Councilmember Mann Statement on Mayor Cranley and City Manager Black's Dispute

Councilmember Mann Statement on Mayor Cranley and City Manager Black's Dispute

Harry Black and John Cranley are passionate public servants. I admire and respect them both.

With plenty of fault on each side, they obviously can no longer work constructively with each other. Calls for mediations, counseling, interventions and so on come too late to undo the damage in what is now a dysfunctional relationship.

The true victims are the citizens of this community and the serious and challenging issues we face, not the least of which is a huge budget shortfall for the fiscal year beginning July 1. Our city manager system (of which I am a strong supporter) assumes a strong collaborative partnership between the mayor and city manager. When that partnership does not exist, a change is essential.

Harry Black wants to leave his post. He has three possibilities.

- (1) He can resign but under the ordinance hiring him, he then would be entitled to no severance payments whatever.
- (2) He can be terminated with the approval of five members of council. The ordinance hiring him entitles him to eight months' pay.
- (3) He can be separated under an agreed package, again with the approval of five members of council. (Most recently, I am advised, Mr. Black would agree to 18 months of pay, not the 24 months he presently asked for.)

My democratic colleagues will not support (2) and (3). Mr. Black could resign at considerable financial sacrifice. Otherwise, the current dysfunction continues, indefinitely I suppose.

My democratic colleagues hold the keys to unlock this impasse. I implore them to help us move beyond the current deadlock.

City of Cincinnati



801 Plum Street, Suite 349
Cincinnati, Ohio 45202

Phone (513) 352-4610
Email david.mann@cincinnati-oh.gov
Web www.cincinnati-oh.gov

David S. Mann
Councilmember

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----- Forwarded message -----

From: **Cranley, Mayor** <mayor.cranley@cincinnati-oh.gov>

Date: Thu, Mar 15, 2018 at 2:46 PM

Subject: FW: Mediation

To: Dillon, Bobbi <Bobbi.Dillon@cincinnati-oh.gov>, Stutz Smith, Holly <Holly.StutzSmith@cincinnati-oh.gov>, john.cranley@gmail.com <john.cranley@gmail.com>

FYI

Thanks,

JB

From: West, Tom

Sent: Thursday, March 15, 2018 2:26 PM

To: Cranley, Mayor <mayor.cranley@cincinnati-oh.gov>; Sittenfeld, P.G. <P.G.Sittenfeld@cincinnati-oh.gov>; Seelbach, Chris <Chris.Seelbach@cincinnati-oh.gov>; Young, Wendell <Wendell.Young@cincinnati-oh.gov>; Dennard, Tamaya <Tamaya.Dennard@cincinnati-oh.gov>; Smitherman, Christopher <Christopher.Smitherman@cincinnati-oh.gov>; Murray, Amy <amy.murray@cincinnati-oh.gov>; Landsman, Greg <Greg.Landsman@cincinnati-oh.gov>; Pastor, Jeff <Jeff.Pastor@cincinnati-oh.gov>; Black, Harry <Harry.Black@cincinnati-oh.gov>

Cc: Keesling, Tara <Tara.Keesling@cincinnati-oh.gov>; Harmon, Jon <Jon.Harmon@cincinnati-oh.gov>; White, Vanessa <Vanessa.White@cincinnati-oh.gov>; Kamine, Elida <elida.kamine@cincinnati-oh.gov>

Subject: Mediation

Mayor, Council Members and City Manager;

This City under Mayor Cranley and City Manager Black has progressed tremendously in the last 4 years. This progress has been because of both of these leaders promoting change together. What happens over time with two very strong minded personalities is tension. Just like the earth moving, where two plates rub together building up energy until one

plate slides and creates an Earthquake. The City needs these two leaders to keep this momentum going forward. These two Leaders work off of each other to get the best ideas.

The issue is how to keep this Leadership while de-energizing the tension. When we have Labor Management tension we will bring in a Federal Mediator to help resolve the tension. Please consider this idea since the City is going in the right direction. Both of these Leaders are pushing for change and excellence by listening to the workers and citizens for new ideas. Both of them are not afraid to make a decision and stand by it. Many of the people filing law suits and saying that they are afraid of these Leaders are the same people who intimidated the workers or do not want change.

I can only say that I have had, and hope to continue to have, a very good working relationship with the Mayor and City Manager. I have never felt scared or intimidated by them , even during very heated discussions. They are very passionate in making the City the best place to work, live and raise a family.

Leaders lead, Followers follow and the rest like it in turmoil by getting in the way .

Thank You;

Tom West

----- Forwarded message -----

From: **Christopher Smitherman** <smitherman4citycouncil@gmail.com>

Date: Mon, Mar 12, 2018 at 10:33 AM

Subject: Fwd: Confidential HBJC

To: <john.cranley@gmail.com>

Smitherman for City Council

1703 Dale Road

Cincinnati, OH 45237

(513) 242-VOTE (8683)

www.smithermanforcitycouncil.com

Like my page on Facebook: "Smitherman For Cincinnati City Council"

Follow me on Twitter: @votesmitherman

----- Forwarded message -----

From: **Nina Caporale** <ninacaporale@gmail.com>

Date: Mon, Mar 12, 2018 at 10:06 AM

Subject: Confidential HBJC

To: smitherman4citycouncil@gmail.com, Michael Caporale <varicap@mac.com>

About Harry Black -

I do not think that engaging in a very public political fight with Harry Black will result in a desirable outcome for the Mayor, Vice Mayor, city employees, or city residents. Though such a fight may succeed to some degree in defending the mayor from his critics, and a fight may be un-avoidable in the end, approaching this solely as a fight from the first may or may not result in the expeditious removal of Harry Black from his present position, and it most certainly will not unify nor pacify any group of people, from city council to the city at large. By the same token, it would be unwise *not* to be prepared for an ugly, all-out, drag-out fight, should it come to that. I just think it would be much better to start off on a different foot.

I think there exists the opportunity to implement a very different strategy in response to this situation, one with the potential to generate positive optics for both the Mayor & Vice Mayor. And I think the way to begin implementing this strategy in an evolving and responsive way is to reach out to the black church leadership about what may be in the best

interest of Harry Black.

Enlist their help in staging some sort of intervention for Harry Black which necessarily results in making his alcohol addiction a subject of public knowledge, but also a source of empathy and compassion among the public writ large. Step back from the spotlight and let the black pastors, ministers, reverends address the press instead of you or the Mayor. Let them reveal that the City Manager has a drinking problem, and let them call for the larger community to help him overcome his own destructive behavior. This should create an environment in which anyone and everyone who has been bullied by Harry Black finally feels comfortable enough to come out from behind the veil of anonymity to share their stories (a "me too" moment, hopefully absent of the sexual harrassment / assault connotations). And as more and more people become engaged in helping Harry to confront his drinking problem, persuading him to seek change, a clash of personalities between Harry Black and John Cranley will gradually cease to be the center-point of any media coverage. The story will instead be about the negative consequences of addiction and how our city leaders embody/demonstrate the kind of compassion called for in helping many of the victims of the opioid crisis.

I think this approach requires being patient about securing Harry Black's resignation or dismissal. You won't be able to press for him to step down until the public is likewise calling for it. But I think this approach will his ultimately result in an end to his employment as City Manager, and in a way that is far more peaceful — with the added bonus of bringing the city together, rather than dividing the city along racial or political lines. The NAACP has no quarrel with the black church leadership, after all, and would hesitate to appear to be at odds with them in any way. The Mayor's opponents would likewise hesitate to appear intolerant of or hostile towards victims of substance abuse, once the backdrop for this drama is the larger opioid crisis.


I expect that Harry Black and the political opponents of the Mayor he is hoping to mobilize will be disarmed by a strategy which frames this conflict as arising from one individual's self-destructive behavior and alcohol addiction. The Mayor's opponents want most to frame this or any conflict as symptomatic of a systemic city-wide dysfunction originating first and foremost in the Mayor's office. And that will be the narrative generated in the media if you spend this week facing-off against Harry Black in a fight on his terms (a fight he has already obviously started). Instead, spend this first week mobilizing the black church leadership to persuade Harry to "come to Jesus" about his self-destructive behavior.

And in the weeks that follow: research and expose true stories of Harry Black acting out against other people (besides the Mayor) both within Cincinnati and without.What city did Harry Black work for before coming to Cincinnati? Surely there is a similar trail of destroyed relationships in that city, as well? The phrase "opposition research" comes to mind....

--

Nina Caporale

www.ninapower.info



----- Forwarded message -----

From: Cranley, Mayor <mayor.cranley@cincinnati-oh.gov>

Date: Thu, Mar 8, 2018 at 3:16 PM

Subject: FW: Dan Hils and Dave Bailey

To: john.cranley@gmail.com <john.cranley@gmail.com>

From: Cranley, Mayor

Sent: Thursday, March 08, 2018 3:16 PM

To: Black, Harry <harry.black@cincinnati-oh.gov>

Subject: Dan Hils and Dave Bailey

Dear Harry,

As we just discussed, I just received a call from Dan Hils claiming that Bailey “is being forced out” from the city.

As you informed me, the ongoing personnel action is originated by and recommended by Chief Isaac. Whatever happens, I believe the public will need to be told how and why.

Having enjoyed working with both Chief Isaac and Lt Col Bailey for many years, and having great respect for both, and believing both have devoted their lives to the betterment of this city, I wish the two of them could work this out. Crime is down right now and I believe both deserve credit. This is sad.

Thanks

John

Forwarded message -----

From: **John Cranley** <[REDACTED]>

Date: Fri, Mar 9, 2018 at 12:30 AM

Subject: atty client privilege

To: John Cranley

<[REDACTED]>, <[REDACTED]>, <[REDACTED]>, AMY

MURRAY <[REDACTED]>, Greg Landsman <[REDACTED]>

Cc: Paula Muething <[REDACTED]>

Dear Christopher, David, Amy and Greg,

I am sending you this email subject to attorney client privilege (Paula is copied) in our role (council and mayor) as employer of the city manager. I am writing to share with you a very disturbing phone call I just received from city manager Harry Black. Because of its very sensitive nature, I am only sharing with you for now because I trust you can keep this confidential until we can decide what to do and how to do it-- I need your advice. We need to talk about this. And we need to discuss how to share with the rest of our colleagues.

He started by saying because of pushback on \$400k for Bailey, he would have to fire Bailey in the morning. I said that it was his call, that I had already advised to try to work it out between Bailey and Isaac, but if he fires him he should have "just cause" because if not, the city will be sued and could lose big time.

He told me that law department was making him do either buyout or fire.

I said that he had told me earlier today that it was chief isaac's idea, that he showed me a document signed by Chief Isaac outlining his concerns with Bailey, and that he agreed with Chief Isaac and he was making the decision as city manager. I told him The Law department is doing what he instructed but aren't making him do anything. I repeated that "it is your call, but you know what I recommend."

Around that time Harry turned extremely nasty and engaged in about 8 minutes of profanity laced personal attacks, conspiracy theories, and outrageous threats and outlandish claims.

He started out by saying that I caused the situation with Lt Col Bailey by introducing pay raise increases in 2016 for city workers and that led to the need to fire Bailey. I told him that I was proud of my legislation and that a supermajority of city council agreed with me and that under our form of government that legislation debated and duly enacted was how our system worked.

He said again that that started the need to fire Bailey and he would tell the whole world. I said please do. It makes no sense.

He then started swearing repeatedly with profanity (using the "f" word about every third word) that I was setting him up and that councilman Smitherman was setting him up on Bailey.

I said "how could I set him up when I advised him not to do it and he didn't take my Advice." I said he's responsible for his actions and if they are justified then explain them.

He then accused me of trying to get him out but that "I'm going nowhere as long as I have 5 votes" (again with "f" words about every 3 words) and that he was "coming after me" because "I fight back" and that he would "cut me out" of city actions. And that "if I go, you are going to pay me!".

I said that he should always do what's right and not try to get me or anybody and work with the elected mayor and council. He said that he was going to shut me out.

I told him he was out of line, paranoid, and unprofessional.

He then launched into a series of personal insults with a great deal of profanity. Multiple times he said he was coming after me, there was nothing I could do to him as long as he has 5 votes, and that he was going to run the city by leaving me out. He also expressed deep dislike for city council and me.

After a few minutes, I said this call was totally out of line and that I was finished with it. I hung up.

Over the past few years occasionally I have heard rumors of late night abusive calls from Harry to employees and citizens. A few times, I was told directly by the recipients who asked to remain anonymous. Obviously I wasn't on those calls but the stories were worrisome and collectively were similar and fit a pattern. When I was told directly, I confronted Harry about those calls and told him he had to stop. Each time he promised he would.

What worries me the most is that at no time during tonight's call did I hear a concern for doing what is right for the city. Instead, he threatened me, Smitherman, threatened retaliation against the mayor in ways that would hinder city business and the right of the elected mayor to engage in public policy, condemned actions like my and council's decision on wages and somehow linked it to the Bailey situation.

I believe deeply that city government should be accountable to the public and under our charter led under the rule of law by the mayor and city council and managed by a professional city manager. Oversight of the city manager has no formal process in the charter other than answering to the mayor and council. The behavior I was subject to this evening is deeply unprofessional.

Together, We have to provide oversight on this.

I will be reaching out to all of you to discuss what's next.

I am writing all of this because it's still fresh and deeply disturbing.

Having received a call similar to ones I had heard rumors of before, I feel duty bound to share in case there are others--namely, subordinates--who have been similarly abused. I am fine because I don't work for Harry, but I don't want any city employees to be treated like that. I am proud of the great work that our roughly 6,000 employees provide day in and day out.

I hope that whatever we do next it is with them in mind and making sure our city is professionally managed.

Sincerely
John

----- Forwarded message -----

From: John Cranley <[REDACTED]>
Date: Fri, Mar 9, 2018 at 7:49 AM
Subject: Re: atty client privilege
To: AMY MURRAY <[REDACTED]>, Greg Landsman
<[REDACTED]>, [REDACTED]
Cc: Paula Muething <[REDACTED]>

I just spoke to Christopher and relayed verbally some of the details of the call last night. He advised me to put excerpts in writing uncensored.

He is some of the things he said—sorry for the profanity:

"You are fucking bad person, you are fucking corrupt and I will tell the world you are fucking corrupt."

"I don't turn the fucking cheek, I fucking hit back".

"I will fucking come after you and fucking Smitherman"

"I fucking hate you and city council"

"If I fucking go, you will fucking pay me!"

"I'm not fucking going anywhere as long as I got 5 fucking votes"

"Things are going to be very fucking different, I'm going to fucking cut you out"

"Going forward, I will oppose every fucking economic development deal"